Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Land Management:BLM (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

			C	Data	a				
Complaint Activity	Pro	evious	Fiscal	Year	Data	2	2019Thru03-31		
	2014	2015	2016	201	7 201		0191 nru03-31		
Number of Complaints Filed	28	46	55	47	85	5	17		
Number of Complainants	28	45	54	46	75	5	17		
Repeat Filers	0	1	1	1	9		0		
Complaints by Dasis				Com	parati	ve Da	ta		
Complaints by Basis		Pre	vious I	Fiscal '	Year I)ata			
Note: Complaints can be filed alleging multiple bases. The sun the bases may not equal total complaints filed.	n of	2014	2015	2016	2017	2018	2019Thru03- 31		
Race		4	8	14	14	22	3		
Color		4	5	2	6	7	2		
Religion		1	0	2	3	6	0		
Reprisal		15	19	26	24	35	6		
Sex		11	12	25	22	34	9		
PDA		0	0	0	0	0	0		
National Origin		1	3	9	7	17	2		

Equal Pay Act	0	0	0	0	0	0
Age	6	17	14	16	27	8
Disability	10	19	23	20	36	4
Genetics	1	0	0	0	2	0
Non-EEO	3	3	0	2	4	0
		-	Com	parati	ve Dat	a
Complaints by Issue	Pre	vious l				
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31
Appointment/Hire	2	8	8	3	10	3
Assignment of Duties	2	5	6	0	7	1
Awards	0	1	0	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	2	0	0	0
Reprimand	5	2	1	0	3	0
Suspension	0	1	2	3	5	1
Removal	1	0	0	0	4	0
Other	0	0	0	0	0	0
Duty Hours	0	1	1	1	1	0
Perf. Eval./ Appraisal	2	1	6	2	2	2
Examination/Test	0	0	0	0	2	0
Harassment						
Non-Sexual	13	17	23	26	36	12
Sexual	3	1	3	3	5	0
Medical Examination	0	1	0	1	0	0
Pay including overtime	0	2	1	1	1	1
Promotion/Non-Selection	3	7	3	6	8	2
Reassignment						

Denied		1	0	2	0	0	0					
Directed		0	3	2	1	1	0					
Reasonable Accommodation Disability		3	6	5	1	12	0					
Reinstatement		0	0	0	0	0	0					
Religious Accommodation		0	0	0	0	0	0					
Retirement		0	2	0	0	2	0					
Sex-Stereotyping		0	0	0	0	0	0					
Telework		0	0	3	1	1	0					
Termination		1	3	1	2	17	0					
Terms/Conditions of Employr	nent	4	5	5	7	6	0					
Time and Attendance		1	1	1	1	1	0					
Training		0	1	2	1	4	0					
Other												
User Defined - Other 1		0	0	0	0	0	0					
User Defined - Other 2		0	0	0	0	0	0					
User Defined - Other 3		0	0	0	0	0	0					
User Defined - Other 4		0	0	0	0	0	0					
			Con	npara	tive	Data						
Processing Time	F	revious	evious Fiscal Year Data 2019Th									
	2014	2015	2016	20	17	2018	31					
Complaints pending during fis	scal year											
Average number of days in investigation	260.30	246.54	173.09	9 194	1.34	186.24	210.23					
Average number of days in final action	179.68	45.93	41.25	69	.43	75.62	71.44					
Complaint pending during fisc	cal year	where he	aring v	vas re	ques	ted						
Average number of days in investigation	242.67	272.90	166.39	9 199	9.30	201.26	204.25					
Average number of days in final action	185.20	15.60	24.27	91	.90	71.67	76.33					
Complaint pending during fisc	cal year	where he	aring v	vas no	ot rec	quested						

Avorogo numbra of da														
Average number of days in investigation	293.38		20	9.40	5 1	183.	69	18	7.50	0 1	180.06		22	25.50
Average number of days in final action	172.:	72.50		62.78		57.3	33	44	.88	3 9	94.06		9	3.33
							Co	mp	ara	tive	e D	ata		
Complaints Dismissed by Agency	7		Pı	revi	ous	Fis	scal	ΙΥє	ar	Da	ta		20197	Chru03-
Agency		20	14	20	15	20	16	20	017	1 2	201	8		31
Total Complaints Dismissed b Agency	у	3	3	4	5	,	7		2		11			2
Average days pending prior to dismissal)	14	1 1	180	0.2	89	.43	12	21.5	5 1	18.	36	1	10.5
Compla	ints \	Wit	thd	lrav	n l	у (Con	npla	aina	ants	S			
Total Complaints Withdrawn l Complainants	by	2	2	()		3		2		5			1
						•	C	omj	par	ativ	ve l	Data	<u> </u>	
Total Final Agency Actio	nc	İ]	Prev	viou	ıs F	isc	al Y	'ea	r D	ata		20197	
10tal I mai rigency richo													LIII UUS	
Finding Discrimination			201	14	20 1	15	201	16	20	17	20	18		31
		-	_									18 %	#	31 %
		;	_	%		%		%					1	
Finding Discrimination			# 0	%	0	%	# 0	%	0		#		#	
Finding Discrimination Total Number Findings		:	# 0 0	0	# 0 0	0	# 0 0	0	0	%	# 0	%	#	%
Finding Discrimination Total Number Findings Without Hearing With Hearing	1	:	# 0 0	0	# 0 0	0	# 0 0 0	0 0	# 0 0 0 0	0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0	# 0 0 0	0
Finding Discrimination Total Number Findings Without Hearing	1	:	# 0 0 0	0	# 0 0 0 0	0 0	# 0 0 0 0	0 0 0	# 0 0 0 par	% 0 0 rati	# 0 0 0 0 ve	% 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0
Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination	ion	:	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0	# 0 0 0 0 C	0 0 0	# 0 0 0 0 pan	% 0 0 rati	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0
Finding Discrimination Total Number Findings Without Hearing With Hearing Findings of Discrimination Rendered by Basis	ion	;	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Pre	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0	# 0 0 0 0 C	0 0 0 cal `	# 0 0 0 0 pan	% 0 0 rati	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Data	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Thru03-
Total Number Findings Without Hearing With Hearing Findings of Discriminating Rendered by Basis Note: Complaints can be filed alleging multiple bases. The state the bases may not equal total	ion	;	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 Pre	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 15	# 0 0 0 0 C	0 0 0 cal `	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 rati nr E	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Data a 018	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Thru03- 31
Total Number Findings Without Hearing With Hearing Findings of Discriminating Rendered by Basis Note: Complaints can be filed alleging multiple bases. The state bases may not equal total complaints and findings.	ion	;	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 Pre	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 15	# 0 0 0 0 C Fisc	0 0 0 cal `	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 rati nr E	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Data a 018	# 0 0 0 0 a 2019' #	% 0 0 Thru03- 31
Total Number Findings Without Hearing With Hearing Findings of Discriminating Rendered by Basis Note: Complaints can be filed alleging multiple bases. The state bases may not equal total complaints and findings. Total Number Findings	ion	;	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 Pre	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 015	# 0 0 0 0 CCFise 20 #	0 0 0 com cal ``	# 0 0 0 0 0 Pan Yea 20 # 0	% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 Data a 018	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 Thru03-31
Total Number Findings Without Hearing With Hearing Findings of Discriminating Rendered by Basis Note: Complaints can be filed alleging multiple bases. The state bases may not equal total complaints and findings. Total Number Findings Race	ion	;	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 14 %	# 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	# 0 0 0 0 C Fisc 20 # 0 0 0	0 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 Pan Yea 20 # 0 0	% 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	# 0 0 0 0 0 # 0 0	0 0 0 Data a 018	# 0 0 0 # 0 # 0 0 0 0 0 0 0 0 0 0 0 0 0	% 0 0 0 Thru03-31 % 0

												1
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
ndings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
											1	
ndings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
±	1 1						\vdash				I	
Sex	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	0	0	0 0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0 0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0 0	0	0	0	0	0	0
Non-EEO	0	0	O	0	0	0	0	0	0	0	0	0
					(Com	pa	rati	ve]	Data	a	·
Findings of Discrimination		Pre	evio	ous l	Fis	cal `	Yea	ır D	ata	1	20197	
Rendered by Issue	20)14	20)15	20)16	20	17	20	18		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0

Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment											•	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0

Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
						Con	ıp:	arat	ive	Dat	ta	
Pending Complaints Filed in Previous Fiscal Years by Status	Ì	Pr	ev	ious	Fi	scal	Y	ear I	Da	ta	2019	Thru03-
Trevious Fiscar Tears by Status	Ì	2014	4	2015	12	2016	2	017	2	018		31
Total complaints from previous Fisca Years	1	34		34		30		39		37		81
Total Complainants	Ì	31	Ì	33	Ì	26	Ì	35		35		74
Number complaints pending												
Investigation		0		1		0		0		0		8
ROI issued, pending Complainant's action	Ì	1		0		0		0		0		8
Hearing		33		34		27		37		35		59
Final Agency Action		0		0		3		2		2		6
Appeal with EEOC Office of Federal Operations		18		11		24		12		8		14
						Con	ıp:	arat	ive	Dat	ta	
Complaint Investigations	Î	Pr	ev	ious	Fi	scal	Y	ear l	Da	ta	2019	Thru03-
	Ì	2014	4	2015	1	2016	2	2017	2	018		31
Pending Complaints Where Investigations Exceed Required Time Frames)	0		3		0		0		1		4